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Cabinet Committee on Employment Development

THE FIRST YEAR 1982–1983

Province of British Columbia

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ACKNOWLEDGEMENTS

The Cabinet Committee on Employment Development wishes to acknowledge the cooperation of numerous individuals, groups and organizations. Without their assistance it would have been impossible for the Cabinet Committee to fulfill its mandate.

The support received from the private sector, including both management and labour, is greatly appreciated. Among other things, its assistance has been of significant value in the development and operation of job creation initiatives.

Countless individuals and local self-help and service groups have provided the Cabinet Committee with immeasurable help in the design and execution of many initiatives. They have, as well, been a source of strength and encouragement with their constructive criticism and creative ideas.

Local governments too, have played a significant role in employment development activities. We thank all of those community officials that have worked with the Cabinet Committee.

The participation of the federal government, as an equal partner, has been a fundamental and requisite element in many of our initiatives. We have appreciated the opportunity to contribute in such areas as the development of the new National Training Act and acknowledge the sizeable federal government contribution to cost-shared programs.

The Cabinet Committee also wishes to thank all of the community colleges who assisted us in understanding employment training issues in this Province. We particularly wish to extend our gratitude to institutions that have provided assistance in developing and implementing the Innovative Training Access program (TRAC).

Finally, the Cabinet Committee wishes to give full recognition to the many provincial ministries and crown corporations whose support was critical to the success of much of the past year's activities. The Cabinet Committee extends its appreciation, particularly to the Ministries of Labour, Education, Forests, Human Resources and the other ministries whose specific contributions are identified later in this Report.

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Introduction

This first annual report of the Cabinet Committee on Employment Development relates to its activities for the fiscal period April 1, 1982 to March 31, 1983.

Established by the Employment Development Act, 1982, the Cabinet Committee on Employment Development was given the mandate to coordinate and develop British Columbia's job creation programs and manpower policies. More specifically, the Committee was charged with the responsibility to "....identify, review, initiate and oversee alternatives and strategies for the coordination of job creation initiatives....". It also has the responsibility "....to review and oversee proposals developed by ministries, colleges, provincial institutes and other appropriate bodies for the coordination of employment training". Building on this role, the Committee was also given the mandate, through the Housing and Employment Development Financing Act, to recommend the funding of selected employment initiatives.

The Cabinet Committee has the general objective of coordinating all employment development activities under provincial jurisdiction. It was recognized at the outset that the Province's normally buoyant economy was suffering due to economic forces largely beyond the control of the provincial government. To combat these forces, the coordination of all government economic and employment efforts was essential.

The Cabinet Committee on Employment Development is essentially a court of record. It alone cannot deliver programs. Rather, the Cabinet Committee facilitates and harmonizes manpower planning, training programs, job creation initiatives and federal-provincial negotiations. The Cabinet Committee affords a central policy overview of the many employment and human resource development programs operating in this Province with a view to coordinating their respective objectives. In addition, the Cabinet Committee was mandated to coordinate employment and training policies with economic and social policies. Employment development cannot operate in a vacuum.

In brief, the Cabinet Committee was asked to develop resilience in provincial employment policy and programming so it could: (1) respond to the current short-run adverse economic conditions, and (2) generate economic expansion leading to the creation of permanent jobs.

The Cabinet Committee consists of eight members of the Executive Council. The Committee reports to the Premier through its Chairman, the Honourable Grace M. McCarthy. The additional Committee members are:

Honourable Don Phillips,
Vice-Chairman,
Minister of Industry and Small Business Development;

Honourable Tony Brummet,
Minister of Lands, Parks and Housing;

Honourable Bob McClelland,
Minister of Labour;

Honourable Harvey Schroeder,
Minister of Agriculture and Food;

Honourable Patrick McGeer,
Minister of Universities, Science and Communications;

Honourable Bill Vander Zalm,
Minister of Education;

Honourable Tom Waterland,
Minister of Forests.

The Cabinet Committee is responsible for the allocation of money appropriated under the Employment Development Act and identified as the Employment Development Account in the British Columbia Estimates of Revenue and Expenditure for the year ending March 31, 1983.

Cabinet Committee Goals

The Cabinet Committee established several goals to give focus to its activities. The first two focus on the Cabinet Committee's primary concern with the current employment climate in British Columbia. The final goal concerns long-range planning to meet the future employment needs of our Province.

The Cabinet Committee's goals are:

Employment and Training Development

To provide immediate jobs and training opportunities that are consistent with building the long-term economic base of the Province.

Employment Leadership

To serve as a catalyst in mobilizing governments, business, labour and other British Columbians to develop effective solutions to local, regional and provincial employment problems.

Employment Development Planning

To link long-term economic policy with key components of education, manpower and income assistance policies to create a dynamic employment development strategy for British Columbians.

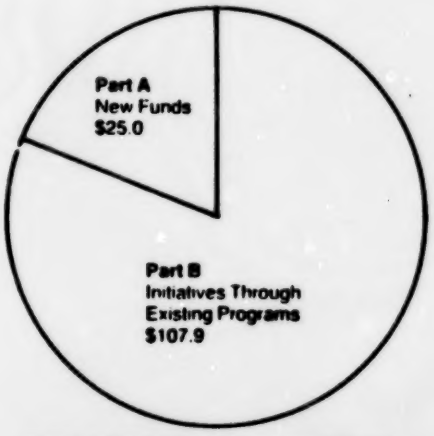
1982–1983 IN REVIEW

Employment and Training Development

The Employment Development Account (EDA) was established by the Employment Development Act of 1982 with an appropriation for fiscal year 1982-83 of $132.9 million. Details of the Account are displayed in Schedule 'B' to the main Estimates ('Blue Book'). The EDA was comprised of two components: Part A — funds for new Cabinet Committee employment and training initiatives; and Part B — funds for initiatives through existing programs. (See Figure 1)

FIGURE 1

EMPLOYMENT DEVELOPMENT ACCOUNT
Estimates, Fiscal Year Ending March 31, 1983
Schedule B
($ million)

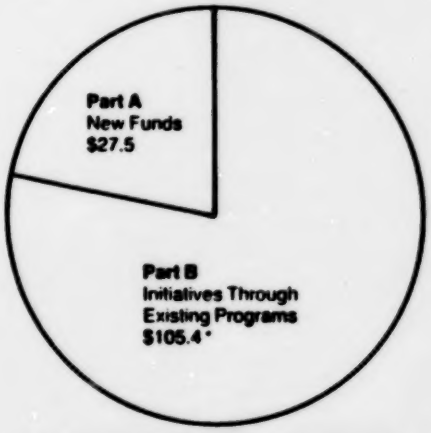


TOTAL APPROPRIATION — $132,900,000

The Cabinet Committee provided Ministries unimpeded access to existing program funds throughout the year. However, the Committee, on an ongoing basis, monitored existing program performance and expenditures. This was done to ensure these programs were meeting their objectives and were consistent with Cabinet Committee goals. During the year, the $25.0 million initially allocated to new programs was augmented by a reallocation of $2.5 million from Part B, existing programs. (See Figure 2)

FIGURE 2

EMPLOYMENT DEVELOPMENT ACCOUNT
Reallocated
($ million)



TOTAL APPROPRIATION — $132,900,000

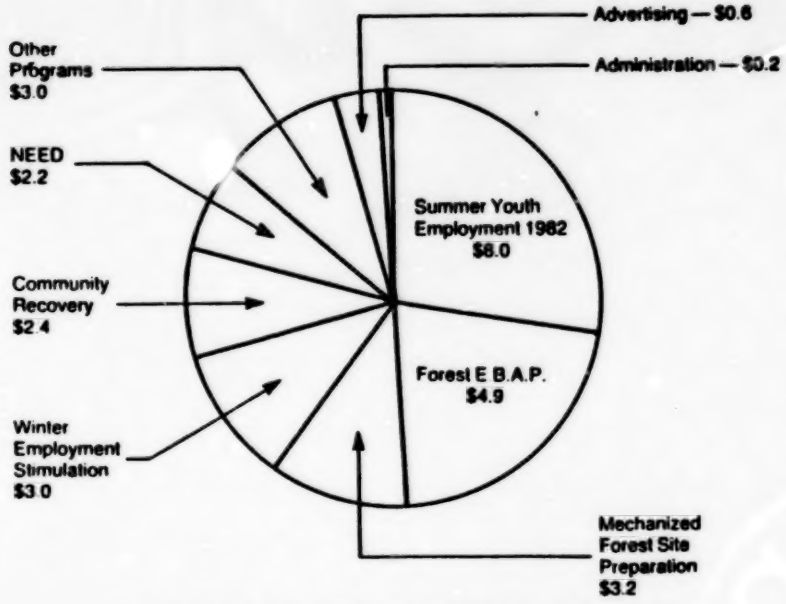
Projected actual expenditures on "Initiatives Through Existing Programs" total $99.5 million. The bulk of the $5.9 million savings resulted from underexpenditures in programs that required financial participation by the private sector. Due to the current economic conditions, this involvement was less than anticipated.

The total expenditures on existing programs were $99.5 million, a savings of $8.4 million compared with the initial allocation of $107.9 million. After $2.5 million was reallocated to new programs, there were net savings in the Employment Development Account of $5.9 million. The bulk of these savings resulted from under-expenditures in programs administered by the Ministry of Labour which require financial participation by the private sector. Due to the current economic conditions this private sector involvement was lower than anticipated. (See Figures 3 and 4)

FIGURE 3

EMPLOYMENT DEVELOPMENT ACCOUNT
Part A — Employment and Training Development

($ million)

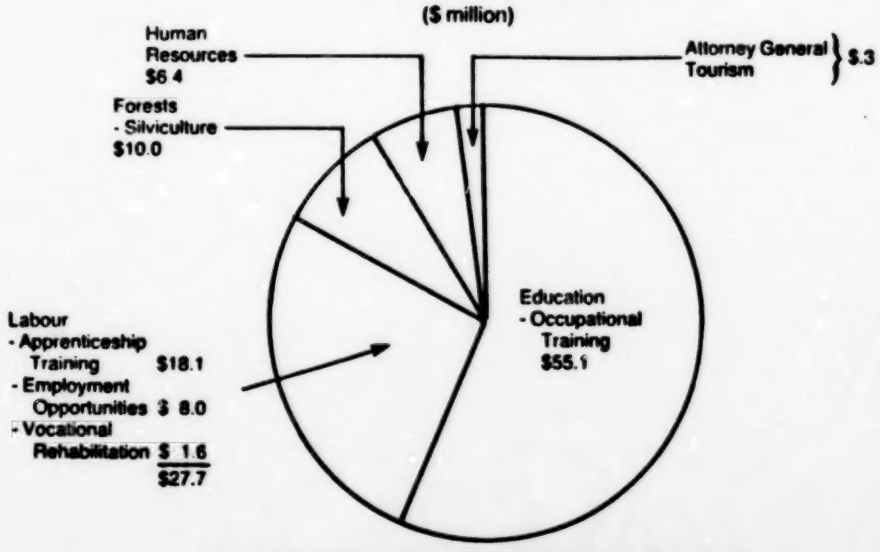


TOTAL PROJECTED ACTUAL EXPENDITURES — $27,470,485

FIGURE 4

EMPLOYMENT DEVELOPMENT ACCOUNT
Part B — Existing Programs

($ million)



TOTAL PROJECTED ACTUAL EXPENDITURES — $99,521,202*

*See footnote for Figure 2.

Details of Initiatives Through Existing Programs

Ministry of Attorney General

Job Placement — This program provided funds to operate three community projects which provided employment, counselling and placement for ex-offenders. The projects were located in the lower mainland, the north and the interior. In spite of the economic downturn, this program placed 796 clients.

Projected Expenditure — $207,987

Ministry of Education — Post-Secondary Operating Costs

These funds were allocated to the provincial colleges and institutes by the Occupational Training Council and Ministry Standing Committee to provide instruction and training in occupational, vocational and technical skill areas as well as some basic and special adult education programs. Specifically, the following programs were funded:

Technical-Vocational Programs — Technical programs provide training in technological occupations which are essential to the Province's economic growth. These programs supply trained people for the mining, agriculture and hospitality industries. Approximately 7,000 students were trained under technical programs this year.

The vocational training program provides training in all industrial sectors of the economy including mining, forestry, agriculture, construction, manufacturing and marine services. Vocational training programs provided full-time training to over 18,000 British Columbians in 1982-83. A major restructuring of many vocational programs was completed this year with the introduction of TRAC (Training Access). TRAC is a modular program aimed at providing students with more flexibility in acquiring marketable skills. (See *Grants To Stimulate Employment Training and Development* section for details.)

Temporary Courses — The Ministry of Education used this flexible funding to meet critical training needs or to test the viability of new programs.

Pre-Vocational (Adult Basic Education) — These programs are directed primarily at the under-employed. Participants in pre-vocational programs acquire pertinent pre-entry employment skills which facilitate their entry into the labour market. In 1982-83, this program provided training to approximately 32,000 British Columbians.

Occupational Training Council — Funds were provided for administrative costs and support grants for this council. The Occupational Training Council allocates provincial funds to the colleges and institutes primarily for technical, occupational and non-apprenticeship vocational training.

Total Projected Ministry of Education Expenditure — $55.1 Million

Ministry of Forests

Silviculture Program — This program provides employment opportunities in the care and enhancement of Crown Provincial Forests. Employment was primarily provided through tree planting, seedling preparation and tree thinning projects. The program met its target despite a late start due to heavy snowpack and late run-off. In excess of 90 million trees were planted involving approximately 4,500 man months of employment.

Projected Expenditure — $10.0 Million

Ministry of Health

Vocational Rehabilitation — This program operates a province-wide vocational rehabilitation service. It is designed to identify physically and mentally handicapped persons of working age, and assist them in obtaining the vocational rehabilitation services they require to become capable of pursuing suitable regular employment. This program is funded and operated under the Vocational Rehabilitation of Disabled Persons Act. The Vocational Rehabilitation program has provided services to 3,200 physically and mentally disabled persons in the past year.

This program in mid-year was transferred from the Ministry of Health to the Apprenticeship and Employment Training Programs Branch of the Ministry of Labour.

Projected Expenditure — $1.6 million

Ministry of Human Resources

Opportunities to Independence — The purpose of this initiative is to increase the opportunities for income assistance recipients to find and secure employment. This is done through rehabilitation programs whose major components are work experience, education and training, counselling and self-directed placement. Approximately 6,500 income assistance recipients are involved in the program in a given month. Also, this year, seven Work Activity projects provided employment for approximately 500 people.

Projected Expenditure — $6.4 Million

Ministry of Labour (Apprenticeship and Employment Training Programs Branch — formerly Apprenticeship and Employment Opportunity Programs Branches)

In a move to simplify public access to its training and consultative services, the Ministry of Labour has reorganized its employment training programs resulting in the creation of the new Apprenticeship and Employment Training Programs Branch. The new branch combines the following areas of the Ministry of Labour: Apprenticeship Training Programs; Employment Opportunity Programs; Trade Schools and Manpower Consultative Services & Vocational Rehabilitation Services (formerly of the Ministry of Health).

The following programs of the Apprenticeship and Employment Training Programs Branch were funded through the Employment Development Account in fiscal 1982-83:

Apprenticeship — This program provides appropriate technical training to approximately 16,000 apprentices in 42 trade areas at colleges and private trade schools situated throughout the Province. The economic downturn and resulting lay-offs of some apprentices, particularly in the forestry and mining industries, have had the effect of reducing demand for apprenticeship training to a certain extent. In view of the lay-offs, a new program for unemployed apprentices was initiated (see *New Employment and Training Development Programs* section for details).

Funding was also provided for the pre-apprenticeship program which provided basic trades training for prospective apprentices. This program was phased out effective December 31, 1982 and replaced by the new TRAC program (see *Grants To Stimulate Employment Training and Development* section for details).

Critical Skills — This program was introduced in September of 1980 to provide employers with financial incentives to underwrite the costs of training apprentices in seven trade areas with identified shortages of skilled workers. The program was phased out in December of 1982 as per its built-in "sunset clause". Approximately 1,000 apprentices were involved in this program in 1982-83.

Industrial Training — This program provides assistance to employers to underwrite costs of training new employees for permanent employment. Funds are directed to skill areas in demand and growth areas in the economy. Approximately 2,200 people participated in this program.

Women's Non-Traditional Employment Program — This program provides wage subsidies to employers to provide on-the-job training for women in non-traditional areas of employment. Occupations in which women represent less than 15% of the work force are considered non-traditional. 411 women participated in the program in 1982-83.

Training and Employment for Disabled Persons — Under this program, wage subsidies are made available to private sector employers who offer on-the-job training to disabled persons. The program is designed to help disabled persons develop skills necessary for entering the work force. In 1982-83, 177 people were trained under this program.

Personal Placement — This program provided training opportunities in the provincial government for 119 disabled persons to increase work skills, personal development and social skills. The program is delivered by the Personal Placement Office of the Public Service Commission.

Income Assistance — This program provides financial incentives to private sector employers to provide training and employment for employable clients of the Ministry of Human Resources. In spite of the economic downturn, 324 people participated in the program in 1982-83.

Total Projected Ministry of Labour Expenditure — $26.1 Million

Ministry of Tourism

B.C. Ferries Summer Students — This program provided salaries and associated costs for approximately 15 summer students to act as hosts on B.C. Ferries' two major routes.

Projected Expenditure — $50,000

New Employment and Training Development Initiatives: Federal-Provincial

Simulated On-The-Job Training For Unemployed Apprentices

This unique federal-provincial program allows individuals to continue their apprenticeship and be prepared for employment as the economy recovers. It has proven to be even more popular than originally anticipated. Benefits have included the prevention of set-backs in apprentices' learning processes. It is also contributing to the development of a well trained provincial work force.

Participating sponsors are diverse and have included the United Brotherhood of Carpenters, United Brotherhood of Electrical Workers, Endako Mines Limited, B.C. Timber Limited, Cominco Limited, Noranda Mines Limited and the Piping Industry Board Training School.

Provincial post-secondary institutions frequently have participated in this cooperative initiative by offering use of classroom space, equipment and instructional support. Participating institutions include Cariboo College, College of New Caledonia, Northwest Community College and Selkirk College.

Apprentices have been trained in trades such as heavy duty mechanics, plumbing, millwright, steel fabrication, electrical work, carpentry, and pipefitting.

Work Weeks of Training Created (February 1982 through March 31, 1983)	9,189
Number of Apprentices Trained	411
Projected Provincial Expenditure (100% recoverable from federal government)	$660,000

Employment Bridging Assistance Program (EBAP)

Resource Industry Recovery — This federal-provincial program is a joint initiative of the provincial Ministries of Labour and Forests, the Canada Employment & Immigration Commission and the Canadian Forest Service. The program is designed to create temporary jobs for Unemployment Insurance recipients in intensive forest management projects. It also has assisted forest industry dependent communities to retain their skilled workers.

In Duncan, for example, approximately 600 jobs were created under this program. Unemployed forest workers were thereby encouraged to remain in Duncan, so when local forest industry operations resumed some of their operations, start-ups were accomplished with a minimum of delay.

Initially this program suffered from some administrative difficulties regarding Workers' Compensation coverage, insufficient funding for overhead costs, and delays in participants receiving their enriched Unemployment Insurance cheques. The first two of these issues were subsequently resolved. Unemployment Insurance payment delays resulted from the use of a manual payment system. Although these delays have not been totally eliminated, they have been substantially reduced.

Despite these initial difficulties, British Columbia has led the rest of the provinces in taking advantage of EBAP. Over half of the jobs created in Canada to date under this program have been created in B.C.

Approximate Number of Work Weeks of Employment Created (June 1982 through March 31, 1983)	72,873
Approximate Number of Jobs Created	5,491
Projected Provincial Expenditure	$4,896,419

Community Recovery — This initiative is an expansion of the above-mentioned Resource Industry Recovery Program. It includes community enhancement projects. Overall, the Employment Bridging Assistance Program has assisted communities in retaining their skilled work forces by providing meaningful, temporary jobs for residents receiving Unemployment Insurance benefits.

Examples of work done under the Community Recovery Program include public building upgrading, trail and beach clearing, fencing and construction of tourist information buildings. Participating sponsors are varied and include municipal and regional governments, non-profit societies and service organizations.

This community-oriented program has not enjoyed as high a participation rate as was anticipated.

Approximate Number of Work Weeks of Employment Created (September 1982 through March 31, 1983)	40,415
Approximate Number of Jobs Created	3,323
Projected Provincial Expenditure	$2,399,855

The anticipated number of total jobs to be created under both components of the Employment Bridging Assistance Program was 10,000. The actual number of jobs generated under this program was 8,814 for a total of 113,288 work weeks.

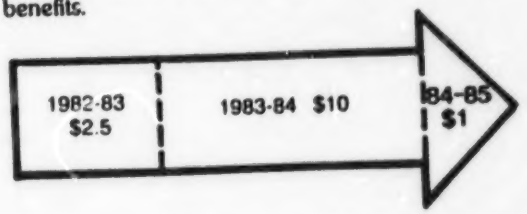
New Employment Expansion and Development (NEED) Program

This major federal-provincial initiative was announced in January 1983, and involves a three-year commitment of funding for short-term job creation. The provincial government approved a total of $13.5 million for NEED: $2.5 million was earmarked for use in fiscal 1982-83; $10 million will be committed in 1983-84, and $1 million in 1984-85. The federal government has committed a total of $37 million over the three year period for job creation activities under the Canada-British Columbia NEED program. It is expected that 8,000 jobs will be created in the Province during the first calendar year of operation.

The majority of provincial funding is directed to private sector employers in such areas as forestry, tourism and agriculture to ensure survival of industries that are critical to economic recovery in B.C.

In addition to funding private sector employers jointly with the Province, the federal government directs its monies toward community and non-profit groups, as well as toward municipal and federal projects.

NEED complements the Employment Bridging Assistance Program by providing employment opportunities for persons whose Unemployment Insurance benefits have been exhausted and for persons receiving income assistance. Also, participation under NEED is recognized toward requalification for Unemployment Insurance benefits.



PROVINCIAL CONTRIBUTION TO NEED
($ million)

Typical jobs have included: land clearing and tree thinning to reduce fire hazards and increase tree growth; modernization of plant or facilities to increase productivity or prevent untimely breakdowns of equipment; pollution abatement for fisheries enhancement and habitat improvement; and renovations of public buildings, such as "heritage" sites.

Work Weeks of Employment Created (January 1983 through March 31, 1983)	22,346
Number of Jobs Created: —private sector (federal-provincial)	1,081
—community groups-local government (federal stream)	640
Projected Provincial Expenditures	$2,162,045
Projected Federal Expenditures	$3,844,143

New Employment and Training Development Initiatives: Provincial

Summer Youth Employment Program (1982)

This program provided funding incentives to employers for creation of short-term jobs for students and unemployed youths. These jobs often related directly to the young people's chosen future careers. Some of these employment experiences have led to permanent jobs.

Particular emphasis was placed on summer job creation in the agricultural and other business sectors of the economy. Some funding was also

directed to job creation with post-secondary institutions, museums and tourist information centres.

This program surpassed its target of creating 8,000 jobs.

Work Weeks of Employment Created (May 1982 through September 1982)	76,580
Number of Jobs Created	8,423
Projected Provincial Expenditure	$8,007,927

Winter Employment Stimulation Program

As a complement to the Employment Bridging Assistance Program, this provincially funded program was designed to stimulate creation of jobs for individuals whose Unemployment Insurance benefits have been exhausted, as well as for income assistance recipients and seasonal entrants into the labour force.

Primary emphasis was given to job creation in areas of tourism, agriculture, high technology industry, and small businesses.

This program did not attain the anticipated participation rate, primarily because it required employers to share a substantial portion of the cost. Many potential sponsors were unable to do so during the current recession.

Work Weeks of Employment Created (November 1982 through March 1983)	30,952
Number of Jobs Created	2,007
Projected Provincial Expenditure	$2,990,112

Mechanized Forest Site Preparation

As a result of denudation in the past by logging, fires, insects and disease there is a substantial backlog of Crown forest land which is inadequately restocked. Most of these lands require some form of site preparation to improve the quality of an existing residual stand or to facilitate reforestation.

Many owner-operators of crawler and rubber tired machinery normally employed on such site preparation work have been idled and could lose equipment because they are not able to put their machinery to work.

To reduce bankruptcies among equipment owner-operators in the forest industry, the Mechanized Forest Site Preparation Program was initiated to accomplish necessary work which would, in any event, be done at some future date with government funding.

This program has been very popular, and has led to increases in provincial commitments from an initial allocation of $1 million to $3.2 million.

Work Weeks of Employment Created (January 1983 through March 31, 1983)	730
Number of Businesses Supported	354
Number of Jobs Created-Preserved	433
Projected Provincial Expenditure	$3,240,176

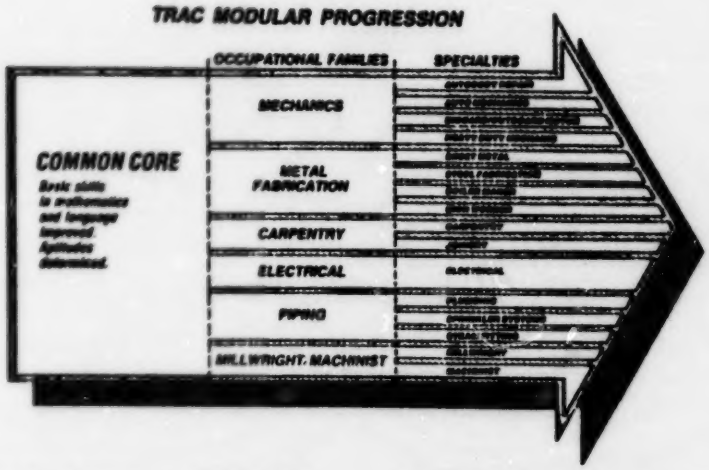
Grants to Stimulate Employment Training and Development

Training Access (TRAC)

TRAC is an innovative educational system which individualizes courses and allows students to enter a class at multiple times throughout the year, to progress at their own speed, and to finish at any point in the year. In contrast to traditional educational systems which have a limited number of students per class starting and finishing at the same time, TRAC can accommodate more students per year without increasing instructional costs or sacrificing educational quality.

Course material for TRAC is broken down into small units and includes instructions on how the student is to proceed. The teacher manages, tests, tutors, encourages and counsels students as they progress from one unit to the next. In this fashion, students proceed from basic skills training to preparation for specific careers.

TRAC is currently being introduced in vocational areas at twelve of the Province's sixteen colleges and institutes. It is expected to be fully operational by September, 1983.



In addition to vocational programs, TRAC will be extended into some technical areas in the near future. A grant of $990,000 has been approved to BCIT for initial development of TRAC in areas of electronics and other core courses of BCIT's Engineering Division.

Because TRAC's individualized instruction relies on prepared materials, initial problems have included incomplete training due to student demand exceeding instructional resources. It is expected that these issues will be resolved once the program is fully operational.

Rural Gasification

This short-term project assisted in the extension of natural gas service to rural residents in the North and South Peace areas.

Benefits from the project include substantial cost savings for new gas consumers and a more secure energy future for many British Columbians.

Dyking and Flood Control

These short-term projects have assisted in arresting erosion of property and in limiting flooding during high river flow in Surrey and Squamish.

These projects have reduced possible damage and compensation claims to the Province; they have also increased beneficial land use.

The Vancouver Arts, Science and Technology Centre Society

A grant of $18,000 was approved to the Society to allow for the opening of a new Micro-Computer Resource Centre in Vancouver.

The funds will defray salary costs of four staff positions in the new Centre for the first three months of operation. It is expected that the Centre will be self-supporting and the four jobs will be permanent after that time.

Eventually, the Micro-Computer Resource Centre will offer training in current computer technology to people of all ages.

TEAM BC

A grant of $39,600 was approved to TEAM BC for the development and delivery of "Recovery Forums" throughout the Province. These forums are designed to assist communities and individuals in taking a constructive approach toward solving economic and employment problems.

To date, four forums have been conducted in the northeast portion of the Province. Additional forums will be held throughout the rest of B.C. in the next fiscal year.

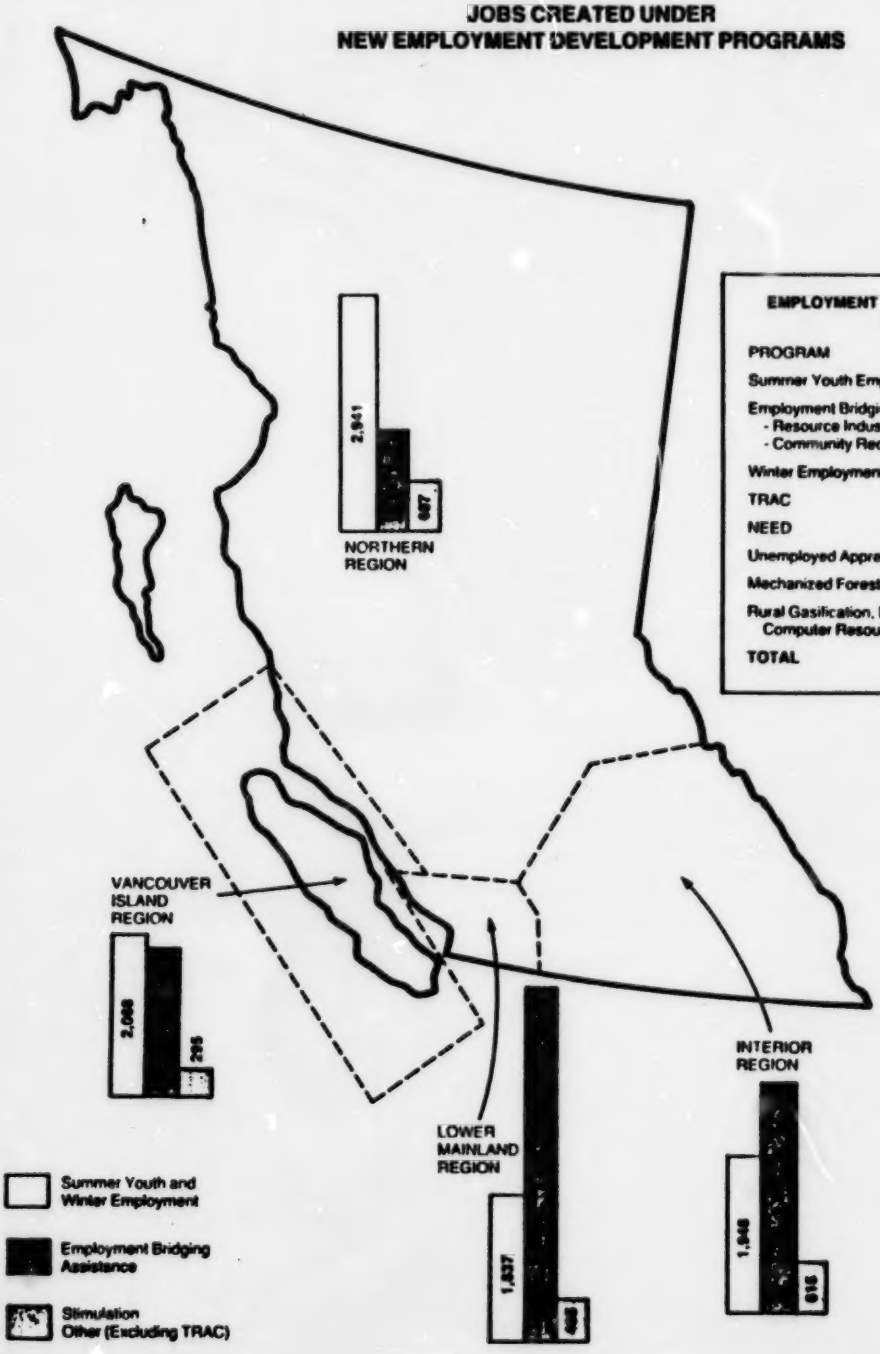
Pacific Vocational Institute

A grant of $120,000 has been approved to the Institute for development of six training programs focusing on home service and maintenance. These courses will be available on the Knowledge Network during the next fiscal year and are intended to assist persons who wish to create their own employment without making a heavy financial investment.

Courses include instruction in roof tiling, metal cladding, shake roofing, turf and lawn maintenance, drywall installation and swimming pool maintenance.

FIGURE 5

JOBS CREATED UNDER NEW EMPLOYMENT DEVELOPMENT PROGRAMS



EMPLOYMENT AND TRAINING PROGRAMS SUMMARY

PROGRAM	JOBS
Summer Youth Employment	8,423
Employment Bridging Assistance Program	
- Resource Industry Recovery	5,491
- Community Recovery	3,323
Winter Employment Stimulation	2,007
TRAC	1,157
NEED	1,081
Unemployed Apprentices Training	411
Mechanized Forest Site Preparation	433
Rural Gasification, Dyking, and Micro-Computer Resource Centre	77
TOTAL	22,403

Other Employment Development Programs

Accelerated Public Works

This program which was announced on March 10, 1983 involves accelerated public works in the Ministries of Transportation and Highways, Environment, and Agriculture and Food. Under this counter-cyclical program, key provincial infrastructures will be improved or maintained while at the same time creating employment in the construction industry and other allied fields whose continued viability is essential to the Province's overall economic recovery. Specifically, the projects are:

Transportation and Highways — The provincial government has earmarked $190 million in new funds for fiscal 1983-84 for accelerated highway construction and improvement activities — road construction, paving, new bridges, etc. This funding is in addition to the $270 million budget approved for Ministry capital projects. Highway construction and improvement expenditures in fiscal 1983-84 will total $460 million and will create 8,000 direct jobs (1,500 through the Ministry of Transportation and Highways and 6,500 by contract). Many of the contracts under this program have already been awarded and work is underway in all regions of the Province.

Environment — $36 million has been allocated over the next two fiscal years (1983-84 and 1984-85) to create more than 1,000 jobs in 16 major flood protection projects throughout the Province. This represents an additional allocation of approximately $12 million in each of the next two fiscal years over and above current annual allocations for flood protection. Work is currently underway in Squamish and other projects are well into the planning stage.

Agriculture and Food — An additional $7 million has been allocated to the Ministry over the next two fiscal years (1983-84 and 1984-85) as the provincial share of about $20 million in accelerated work. This work will include drainage improvement and flood control on agricultural land, range land improvement, and market development for food products. Allocation of this funding to specific projects will be determined in consultation with the federal government and the private sector. Planning of projects is currently underway with actual work expected to begin on many projects in the early summer. This funding will create approximately 130 new permanent jobs, help preserve about 200 existing jobs and create 6,000 man-months of temporary employment.

B.C. Home Program

The Cabinet Committee on Employment Development was instrumental in the design of this program. One of the Committee's interests was to stimulate the demand for new housing which in turn provides for more employment opportunities in the construction industry.

Under the program, interest is reduced to 12% on the first $60,000 of mortgage debt or the NHA one year rate, whichever is least. The interest reduction applies for three years with the payments deposited directly into the homeowner's bank account. The program's duration will be three years, with a further one year before participants begin repayment. During the entire four year period, no interest is charged on the mortgage reduction funds advanced to home owners.

Number of Home Owners Assisted	51,560
Disbursement to March 31, 1983	$46,000,000
Anticipated Net Disbursements	$54,000,000 (83–84)

Low Interest Funding Today (LIFT)

In September, 1982, the LIFT program was introduced to give financial assistance to small businesses and thus create and maintain employment in key sectors of the provincial economy.

The LIFT program has two major components, a $20 million Low Interest Loan Assistance program (LILA) and a $170 million Small Business Development Fund (SBDF). These monies are available in three year term loans.

LILA provides low interest financing to assist manufacturers, processors and high technology businesses in establishing or expanding plants. Loans are for new capital investment and range in size from a minimum of $18,000 to a maximum of $200,000.

SBDF provides favourable, fixed interest rate loans to more established businesses directly or indirectly involved in manufacturing, processing

and high technology sectors. These loans are designed to assist firms in establishing, expanding and modernizing facilities. Loans can also be provided to restore business working capital positions. Loans may range up to $1 million.

Funds for these two components of LIFT have been raised through the sale of B.C. Development Bonds. The Cabinet Committee on Employment Development, pursuant to the Housing and Employment Development Financing Act, authorized the use of these funds for LIFT.

Number of Companies Assisted (September 1982 through April 26, 1983)	215
Jobs Created-Preserved	4,736
Commitments to Date (April 26, 1983)	$34,184,000
Anticipated Total Disbursements	$190,000,000

A third component of LIFT is the Small Manufacturers' Development Assistance (SMDA) program which is a $10 million initiative delivered by the Ministry of Industry and Small Business Development. SMDA provides forgiveable loans up to $30,000 for the establishment, modernization and expansion of high technology, small manufacturing and processing businesses in the Province.

Number of Companies Assisted (as of April 26, 1983	59
Jobs Created-Preserved	431
Commitments to Date (April 26, 1983)	$1,206,000
Anticipated Total Disbursements	$10,000,000

Employment Leadership

As indicated elsewhere in this report, the Cabinet Committee has initiated new courses of action to alleviate current employment problems. The year has also been one of intense activity in stimulating and coordinating policies, programs and services as well as community, business and labour responses to local employment needs.

Employment Stimulation Through Consultation

Since the inception of the Cabinet Committee on Employment Development, a great deal of beneficial discussion has taken place. It has given the Cabinet Committee opportunity to expand its understanding of employment issues. These discussions have also convinced the Cabinet Committee that through government-community partnership can come the only firm road to employment development and enduring economic recovery. Accordingly, the Cabinet Committee believes that its openness to discussion and its meetings with local community leaders has dispelled any notion that employment development initiatives were going to be 'made' in isolation. The consultation process has been an integral part of decision-making.

Government-Community Partnerships — The Cabinet Committee has been encouraged by the manner in which community members have joined together to combat the negative effects of unemployment. Cabinet Committee leadership has provided a vehicle for discussion — bringing people with problems and ideas together with people who have potential solutions.

For example, local government and private sector officials in the Village of Fraser Lake developed several labour intensive, community improvement projects to keep people working. Land clearing, public building upgrading, fencing, and construction of a tourist information building were included as activities. The officials met with representatives of the Cabinet Committee, Ministry of Labour and the federal government to determine how these projects could receive funding assistance. As a result of this cooperative effort, assistance from federal-provincial job creation programs was obtained for a total of 89 jobs in this small community.

Similarly, major employer groups and unions in the Skeena-Stikine area are represented on the Skeena Manpower Development Committee. Together, they have promoted long-term employment opportunities in their region. This Committee is responsible for that area having one of the highest employer participation rates in EBAP.

Last December, two members of the Cabinet Committee on Employment Development met with the Skeena Manpower Development Committee, local and federal officials and other interested individuals to discuss possible employment strategies. A result of this effort was the creation of 80 jobs, sponsored by Local 1-71 of the International Woodworkers of America, under the federal-provincial New Employment Expansion and Development (NEED) program.

Productive meetings were also held in Salmon Arm and Campbell River. As in the other community meetings, the Cabinet Committee encouraged local decision-making by giving self-help groups the tools to do the job themselves.

During the past twelve months, the Cabinet Committee has introduced several innovations in the delivery and organization of employment development programs. Many of these have been in partnership with local businesses, service groups or municipal governments. These partnership programs, such as NEED, EBAP, Winter Employment Stimulation, and Summer Youth Employment will continue to be the focal point for government employment creation efforts. The Cabinet Committee will improve their programs' efficiency and will work toward even closer cooperation with the organizations that make these programs possible.

An excellent example of this partnership in action is the Unemployed Apprentices Program mentioned earlier in this report. This innovative program has been developed to allow unemployed apprentices to continue their training through a federal-provincial program of simulated on-the-job training.

Employment Coordination

During this year, the Cabinet Committee has emphasized program coordination in its planning. A major Cabinet Committee role has been to coordinate local employment development efforts, provincial programs, federal-provincial initiatives and, lastly, employment policies with social and economic policies.

With this increasing emphasis on coordination, much of the Cabinet Committee's planning has been done, not so much with a view to establishing new programming, but to provide a foundation of ideas against which ministries and the government as a whole can discuss their programs which complement employment development. This has been true in the development of TRAC. It has been equally true of the Cabinet Committee's role in the successful implementation of EBAP and the B.C. Home Program. Coordination has also been demonstrated by the diversity of ministries represented on the Cabinet Committee itself. This has afforded a much more comprehensive response to the employment needs of British Columbians.

The range of long-standing employment and training programs and those launched recently, attests to the government's commitment to work in concert with the federal government. The Cabinet Committee recognizes that in order to resolve the difficult employment and economic challenges facing this Province, the concerted efforts of both the federal and provincial governments are vital. Accordingly, the Cabinet Committee has played a significant role in the negotiations leading up to the preparation and signing of agreements with the federal government. The development of the NEED program is a good example. The Cabinet Committee also participated in the negotiations leading to signing a federal-provincial agreement pursuant to the National Training Act. In short, the Cabinet Committee believes that through open and constructive lines of communication with the federal government and, in particular, with the Canada Employment and Immigration Commission, effective strategies of employment development in this Province can be realized.

The Cabinet Committee has been instrumental in reviewing options for upgrading industries to prepare for the high technology future and the attendant demands it will make on our training facilities. The "Plan for Economic Recovery in British Columbia" illustrates clearly the government's efforts in integrating economic and employment policies and the role the Cabinet Committee is playing in this process.

The government's motives in better coordinating public, private and community resources are twofold: first, to minimize duplication and overlap in the employment-manpower system so as to get the most for each tax dollar; second, and most important, to ensure that British Columbians are getting the most effective range of employment and training programs possible.

Planning for the Future

It is evident that economic development in British Columbia is a prerequisite to employment development. Stimulation of private sector growth and identification of changes taking place in the work force have a direct effect on the make-up of available employment and training programs.

The Cabinet Committee views employment development as the responsibility of all sectors. To ensure maximum benefits are derived from available resources, there must be dynamic partnerships among individuals, communities, businesses, and government.

Through cooperation and coordination, we can streamline available employment and training initiatives, as well as eliminate unnecessary duplications. Structural changes in industry can be projected and responsive training programs developed.

In particular, the Cabinet Committee has viewed a renewed emphasis on the employment and training needs of our youth as central to any future employment development strategy. We must do a better job of bridging the gap between school and work. Young British Columbians need a better start in the adult world of work. Nowhere is the spirit of innovation more required than it is in working on the special employment and training needs of young people.